

MPD RETENTION BONUS PROGRAM

Highlights

MPD commissioned officers within the PII rank with 3 - 11 years of experience will have the opportunity to earn extra income via a retention bonus program in exchange for a 4-year letter of commitment.

Program Matrix

	Gold Program	Silver Program	Platinum Program
Eligibility	3 - 6 Yrs of Svc*	6 - 9 Yrs of Svc*	9 - 11 Yrs of Svc*
Program Year 2017	\$2,000	\$2,000	\$2,000
2018	\$1,200	\$1,300	\$1,500
2019	\$1,200	\$1,300	\$1,500
2020	\$2,000	\$2,000	\$2,000
Overall Total	\$6,400	\$6,600	\$7,000

- This program provides a retention bonus for commissioned officers in the PII rank who have 3 - 11 years of continuous service with the city of Memphis.
- The goal of this program is to retain experienced officers to stabilize the core commissioned MPD workforce as we bring on new recruits.
- We will allow commissioned officers with fewer than 3 years of continuous service to be grandfathered into the Gold Program.

	Gold Program	Gold Program	Gold Program
Eligibility	Less than 1 Yr of Svc*	1 Yrs of Svc*	2 Yrs of Svc*
Program Year 2017	N/A	N/A	N/A
2018	N/A	N/A	\$1,450
2019	N/A	\$1,450	\$1,550
2020	\$1,450	\$1,550	\$1,650

***Years of commissioned service is determined as of July 1, 2017**

MPD Retention Bonus Program FAQs

1. How did you decide to use retention bonuses?

We based the decision on the military retention bonus model.

2. Who is eligible for the program? How was that decided?

Commissioned officers with less than 12 years of experience are eligible for the retention bonus. The eligibility criteria was determined based on the increased rates of attrition seen in the PII rank over the last two-years. We are targeting the retention bonuses towards this population to aid in stabilizing the MPD workforce.

3. How did you determine the amount?

We determined the amount based on two main criteria:

- a. **Meaningfulness to the employee** – We settled on an amount that would be meaningful to the employee, as well as recognizing the employee's experience and longevity in the program.
- b. **Staying within grant amount** – We set our bonus amounts to help us stay within the grant amount.

4. How will individuals sign up?

We will host a four-week program enrollment period to allow eligible participants to sign up. During that time, we will check eligibility status and have participants sign four-year agreements before being scheduled for retention bonus payment.

5. What is the payout schedule?

Our goal is to have open enrollment for the program in July 2017 and pay the first bonus in November/December 2017 in exchange for the employee signing the four-year agreement. All subsequent payments will be made each year in the November/December timeframe. More details will be coming soon.